



Henley Green Primary School

Anti- Bullying Strategy and Code of Practice

Introduction

Henley Green Primary recognises there is a need to safeguard the welfare of all those within the school community and to encourage a culture of co-operation, acceptance and harmony.

We are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. We have high expectations of all pupils, staff and parents and strive to create a school community in which all children can fulfil their potential.

Bullying of any kind is unacceptable at Henley Green. If bullying does occur all incidents will be dealt with promptly and effectively. The school actively implements its anti-bullying policy and has clear pathways for reporting which are known to all members of the school community. All reported incidents will be actioned involving a member of the Leadership Team.

We celebrate diversity and promote cohesion within our community

. Why is it important to respond to Bullying? Bullying hurts. It demeans and takes away people's sense of self-worth and importance causing emotional damage that can be permanent. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

What is Bullying?

the Department for Education (DfE) defines bullying as behaviour by an individual or group, repeated over time, that is intended to hurt or harm another individual or group, either physically or emotionally. Some of the reasons for being bullied are as follows:

- Race, religion or culture
- Special Education Needs or Disability
- Appearance or health conditions
- Sexual orientation
- Home circumstances and lifestyles including young carers and looked after children.
- Sexist or sexual bullying

Bullying behaviours can be shown in a variety of ways: *This list in not exhaustive.*

- Emotional – being unfriendly, excluding, tormenting, threatening gesturing, bossing others around, hurting peoples feelings, being unfriendly
- Physical – pushing, kicking, hitting, punching or any use of violence, pushing people around.
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments Homophobic – associated with or focused on the issue of sexuality
- Verbal – name-calling, sarcasm, spreading rumours, being teased.
- Cyber-bullying - E-mail, text or social networking bullying.
- About faith/religion or culture
- Disability or SEN



Impact of Bullying

Research confirms the destructive effects of bullying on young people's lives. Some of the effects are:

- Low self esteem and poor self-worth
- Lack of confidence
- Anxiety
- Loss of identity
- Poor school attendance
- Feelings of guilt
- Long term mental health difficulties

Signs of Bullying

- Is frightened of walking to or from school
- Changes their usual routine
- Is unwilling to go to school
- Becomes withdrawn anxious or lacking in confidence
- Attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Has possessions go missing
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility.

What we will do as a school

- Ensure the whole school community has an understanding of bullying and its consequences
 - Ensure that Governors are informed of issues related to bullying.
 - Ensure that there are clear and consistent pathways for reporting incidents of bullying which are known to all members of the school community.
 - Implement a consistent system for recording incidents of bullying
 - As well as responding appropriately to incidents, we will also develop a preventative approach to bullying. Students will be encouraged to recognise that not only do they have rights; the choices they make bring responsibilities.
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- Be aware of factors which may cause some children to be more vulnerable than others
 - All adults on site will model appropriate and respectful behaviour towards each other.

Pupils

We expect that Pupils will:

- Be involved in the creation and review of the policy.
- Feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

Recording Incidents of Bullying

- Concerns are reported and recorded on CPOMS (the school safeguarding system) and reported to a senior member of staff and the Head Teacher.
- Incidents clearly identified as bullying will be analysed by the Head Teacher and SLT for frequency and type.
- Parents will be informed about any incidents of bullying and how it has been dealt with.
- Records of discussions and meetings will be filed on CPOMS.
- All staff members are aware of the system in place and use the same system.

Actions for Incidents of Bullying with Parents and Carers

Whenever a bullying incident is reported, school will go through a number of steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

- Where a parent raises a complaint to a member of staff the staff member will document their concern on CPOMS and raise the concern to a member of SLT.
- If the case is deemed sufficiently serious enough an independent investigation will take place by SLT.
- Every incident will be risk assessed.
- Every case will be documented on CPOMS.
- The school will meet with the parent – and minute the meeting.
- The school will meet with the child in the presence of the parent.
- The parent will be informed of the outcome of the investigation and proposed remedies
- Proposed remedies will be documented on CPOMS and held on file by the School.
- If the parent remains concerned, they can appeal to the Governing Body.

Steps for Managing Incidents of Bullying with Children

The steps will include:

- Talking through the incident with bully and person bullied
- Helping the bully and the victim to express feelings
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends

Children who have been bullied will be helped by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the child
- Offering continuous support
- Restoring self-esteem and confidence
- Discussing Strategies for resolution

Children who have bullied will be helped by:

- Discussing honestly what happened and work with the adult to resolve it
- Discovering why the child became involved
- Establishing the wrong doing and need to change
 - Show that they understand and display appropriate behaviour at all times
- Informing parents or carers of the outcome of any discussion with an adult and joint continuing support

Sanctions may include:

- Time away from an activity
- Time out from the classroom.
- Missing break or another activity
- Letter home
- Meeting with staff, parent and child.
- Pastoral Support
- Fixed-term exclusion
- Permanent exclusion
- Police/Outside Agencies may be involved

Monitoring

- After the incidents have been investigated and dealt with, each case will be monitored to ensure that repeated bullying does not take place.
- The Strategy and policy will be updated annually.

Review Programme	Annually
Ratified by Governors	September 2025
Signed – Chair of Governors:	Chris Lockwood
Signed – Head Teacher	Rebecca Bond